

Exhibit C

Management Resumes



5/2/02

Professional Profile
David D. Allen

5.1.2002

EDUCATION

Bachelor of Business Science, Fall, 1991. Rowan College of New Jersey.

MAJOR: Business Administration with a concentration in Business Finance.

College education entirely self-funded;

Graduated Summa Cum Laud, with a GPA of 3.75

PROFESSIONAL EXPERIENCE

ADVANCED TELECOMMUNICATIONS NETWORK, INC
ONE OF ORIGINAL 3 FOUNDING PARTNERS

OVERVIEW:

ATN BEGAN IN NOVEMBER OF 1989 and was founded on the idea of mass marketing business traffic on AT&T's Custom Software Defined Network. From ATN's inception, I was immediately involved in the development and administration of all aspects of the business, including accounting and banking, collections, billing, and the coordination of provisioning with AT&T. From there, my scope of influence in the company expanded to include responsibility for sales via telemarketing and by personal appointment.

As Director of Sales, I became responsible for supporting ATN's two outside/independent sales agents, based in San Diego, California and Mountain Top, PA. Both of these original outside sales agents were



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extremely satisfied with my ability to provide them with superior sales support for their end users and as a result various other telecommunication firms began corresponding with ATN regarding potential business relationships.

In this capacity, I was directly responsible for growing ATN's account base from \$4K of outbound usage well into the millions. As ATN's sales grew, acquisitions of other companies' telecommunication firms became possible. In July of 1993 ATN acquired The 800 Association, one of the first, largest and most reputable AT&T inbound aggregators in the United States billing close to \$50,000,000.00 annually.

SPECIFIC ATN JOB FUNCTIONS

- Responsible for the hiring, training and staffing of ATN's back office customer support staff in order to service accounts including AT&T/Hertz, AT&T/Avis, AT&T/GE, as well as Sprint and MCI Resale programs.
- Recruited many of ATN's present highly trained and motivated back office personnel from various other telecommunications competitors in the Philadelphia, New Jersey region. This gave ATN a significant jump on meeting the needs of it's newly acquired account bases of over 5000 end users.
- Played a major role in negotiating/facilitating ATN's reseller relationships with Hertz, Avis, GE, Sprint and MCI. I personally began correspondence and contract negotiations with Sprint in March of 1994, salvaging the relationship on multiple occasions due



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to negotiation difficulties.

- Personally oversaw ATN's largest inbound end user generating in excess of \$500K per month in 800 service usage. Played an active role in securing this end user's original contract with ATN which resulted in this end user committing to a three year term contract with ATN. Received a superior evaluation for the company's Technical Director of Communications. Personally managed this end users outbound usage of \$50K; \$30K of Calling Card and \$150K of Data monthly usage.
- Responsible for managing, maintaining and overseeing ATN;s AT&T MSVPP/AMSVPP data programs.
- Discovered a \$30K billing error by AT&T regarding one of ATN's largest data users. Subsequently arranged for a credit to the end user directly form AT&T.
- Responsible for the arranging of early termination without liability of AT&T MSVPP, AMSVPP plans in July of 1995.
- Responsible for ordering and reviewing various AT&T Contract Tariffs of possible interest to ATN.
- Personally managed ATN's entire Agency program which involved providing information to agents, commissions, customer service and provisioning. Wrote ATN's Agent Packet regarding the GE wholesale agreement. All of which resulted in the submission of close to \$500K per month in combined inbound and outbound revenue.



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VICE PRESIDENT OF NEW BUSINESS DEVELOPMENT

- Arranged for the absorption of approximately \$2,975,000.00 (equivalent to \$35.7M in annual revenue) in new monthly CSTP revenue into ATN's Contract Tariff #1849.
- Responsible for establishing a mutually beneficial relationship with Tel-Save which resulted in the termination without liability of AT&T Contract #1690. This transaction represents approximately \$4.5M in annual billable revenue for Tel-Save. Negotiated all terms regarding profit with all the parties involved.
- Introduced the concept of successful mass telemarketing of telecommunication products and services to ATN.
- In March of 1995, "Built from the ground up" a telemarketing office that would exclusively market ATN's inbound and outbound products and services across the United States. Relocated to Orlando, Florida from June to September of 1995 in order to help manage the telemarketing operation.
- This outlet for generating new sales for ATN quickly became ATN's highest revenue producing marketing channel, generating over \$1M in gross sales from April to November of 1995 with an average of 12 telemarketers with operational cost of approximately \$333,000.00 over this eight month time period.
- Responsible for the creation of essentially all of the



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marketing material (Fax outs, enrollment forms, marketing promotions, etc.) presently being used to enrolling end users onto ATN's programs.

- Responsible for managing/allocating the initial cash outlay of \$100K necessary to establish the telemarketing office equipped for 40+ dialers.
- Responsible for managing/allocating the monthly recurring overhead expenses and associated revenue generated regarding the telemarketing office.

DIRECTOR OF SALES

- Directed internal sales efforts, including an active Agency program and a small internal Telemarketing group.
- Guided Agency program to over 50 Active Agents, bringing in hundreds of thousands of dollars of monthly volume.
- Created, implemented and continually modified ATN's marketing materials as competitive market conditions and changing product mix dictated
- Solicited business via phone in the Philadelphia/South Jersey area for both Switched and Dedicated Telecommunications services
- Successfully sold over \$30,000 of Long Distance service in first three months.
- Started Agency program, which grew under my management to a major contributor of monthly volume to ATN's Revenue base.



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- Served as daily liason and interface with AT&T
- Responsible for such back office functions as Collections, Billing, Customer Service requests and Acc ounting functions.

PROFESSIONAL EXPERIENCE

ALLCOM COMMUNICATIONS, PRESIDENT & CEO
METROMEDIA MARKETING GROUP, PRESIDENT & CEO
EQUAL ACCESS, PRESIDENT & CEO
JULY 1995 - PRESENT

OVERVIEW

After ATN, crossing over to the marketing side of the Telecommunications business seemed a natural progression. With a newly-formed company, Equal Access, David has watched new technologies become available on a daily basis, not only in traditional inbound and outbound long distance, but also in the local, paging, cable, cellular, PCS and DSL internet service arenas.

Within the Telecom Industry, Equal Access is recognized as a reputable, high-tech, innovative and aggressive marketing firm with a long history of marketing for numerous CLEC's. As a full-service marketing firm, we develop our own server solutions, our own marketing material, as well as direct-mail, email and web promotions. These, of course, are designed to make our daily line-counts explosive and airtight.

Equal Access's most recent campaign was leveraged by over \$2.5M in financing from a single provider since March of 2000 generating over 60K access lines. In the past five years, Equal Access has been responsible for the acquisition of over 200,000 accounts, ranging from the local and long distance arena (both business and residential) to automated web-site generation and cellular



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program sales. Some of our more prominent clients include NetTel, Qwest, Access One, Live On the Net (Cornerpost), IDS, Network Plus, New Access, MCI Worldcom, Cellular One, Covista, Consolidated Billing Provider, Direct Access Group and Broadview Networks. Equal Access is capable of mounting multiple marketing campaigns encompassing a broad range of strategies including direct mail, fax and email broadcasting, web site development to channel inbound sales, Customer Relationship Management, and outbound telemarketing. As we watch new technologies develop in the realm of voice and data, we look forward to meeting the challenge of offering an increasingly endless number of exciting new telemedia products.

SUMMARY

With a wide variety of experience in virtually every area within Operations and Sales in the Telecommunication Resale industry, with a heavy emphasis on Sales, Sales Management and Marketing, I am uniquely qualified and positioned to create, implement and manage successful and cost-effective sales campaigns offering a wide variety of Telecommunications products and services. Thank you for your interest.

Sincerely,

David D. Allen
CEO
Equal Access, Inc.
dallen@equalaccessinc.com